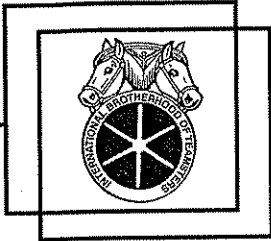


TEAMSTERS LOCAL UNION NO. 145

Affiliated with the International Brotherhood of Teamsters • Joint Council 10
New England Council of Bakery Drivers

SHIP UNION • BUY UNION • BE UNION

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DENNIS NOVAK
President/Business Representative

March 8, 2007

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My name is Dennis Novak, President of Teamsters Local 145 in Stratford, Connecticut. I am here today representing my members who support an addition to be made to an act concerning overtime pay for delivery drivers and sales merchandisers. The purpose of this legislation is to clarify the rate of pay for individuals in the following two groups (delivery drivers and sale merchandisers) who work forty (40) hours or more in less than five (5) work days. These workers receive a weekly base pay plus commissions. In some instances when a normal work day is missed, because of illness or other absence, an individual may work a total of forty (40) or more hours in the remaining four days of their work week.

According to present law, the employer is required to pay overtime for all hours worked over forty (40), but some employers will not fully compensate their employees for the full entire weekly base pay when missing a normal work day; while still completing forty (40) hours or more.

Example: a worker misses work on Monday, he then works the next four days and completes eleven hours in each of those four days, a total of forty four (44) hours. The employer then pays the employee a portion of the full weekly base pay ($4/5^{\text{th}}$ of the base) plus commission and four (4) hours of overtime; the worker has not been compensated fairly for the other $1/5^{\text{th}}$ (8 hours) he worked, essentially making up for the work day he missed on Monday.

It is our position that any employee who works a full forty (40) hour work week in four (4) days deserves no less than full compensation for that work week (the entire weekly base pay).

Dennis Novak
President
Teamsters Local 145